

## Method 1 - Babbitt Score

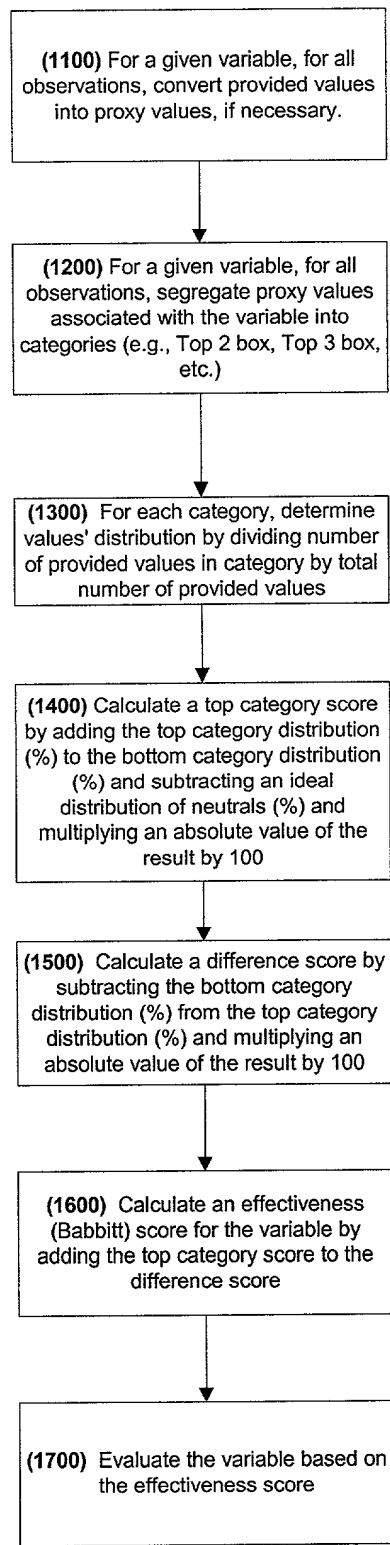


Fig. 1

## Method 2 - Bestfit Clustering

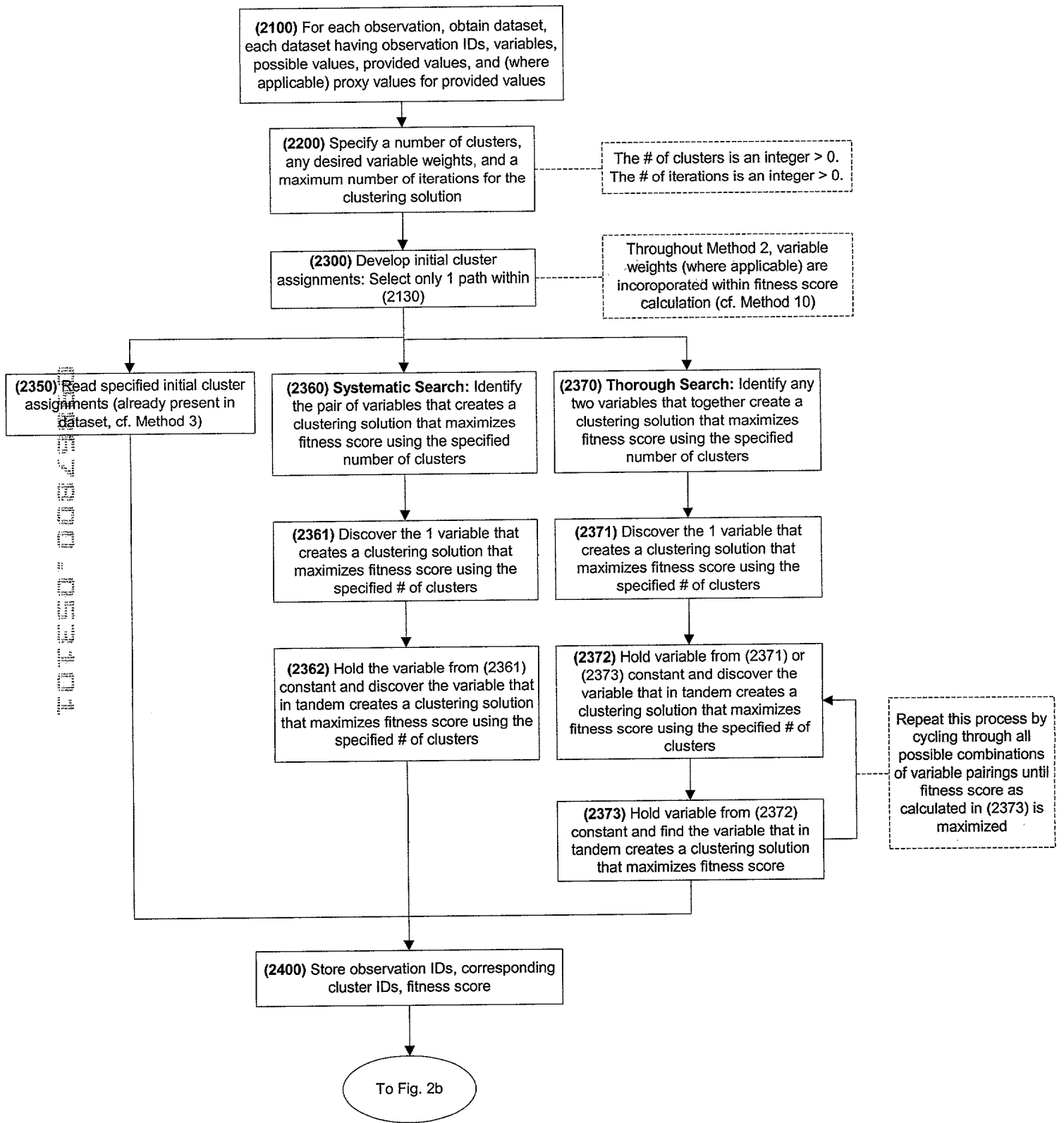


Fig. 2a

## Method 2 - Bestfit Clustering - Continued

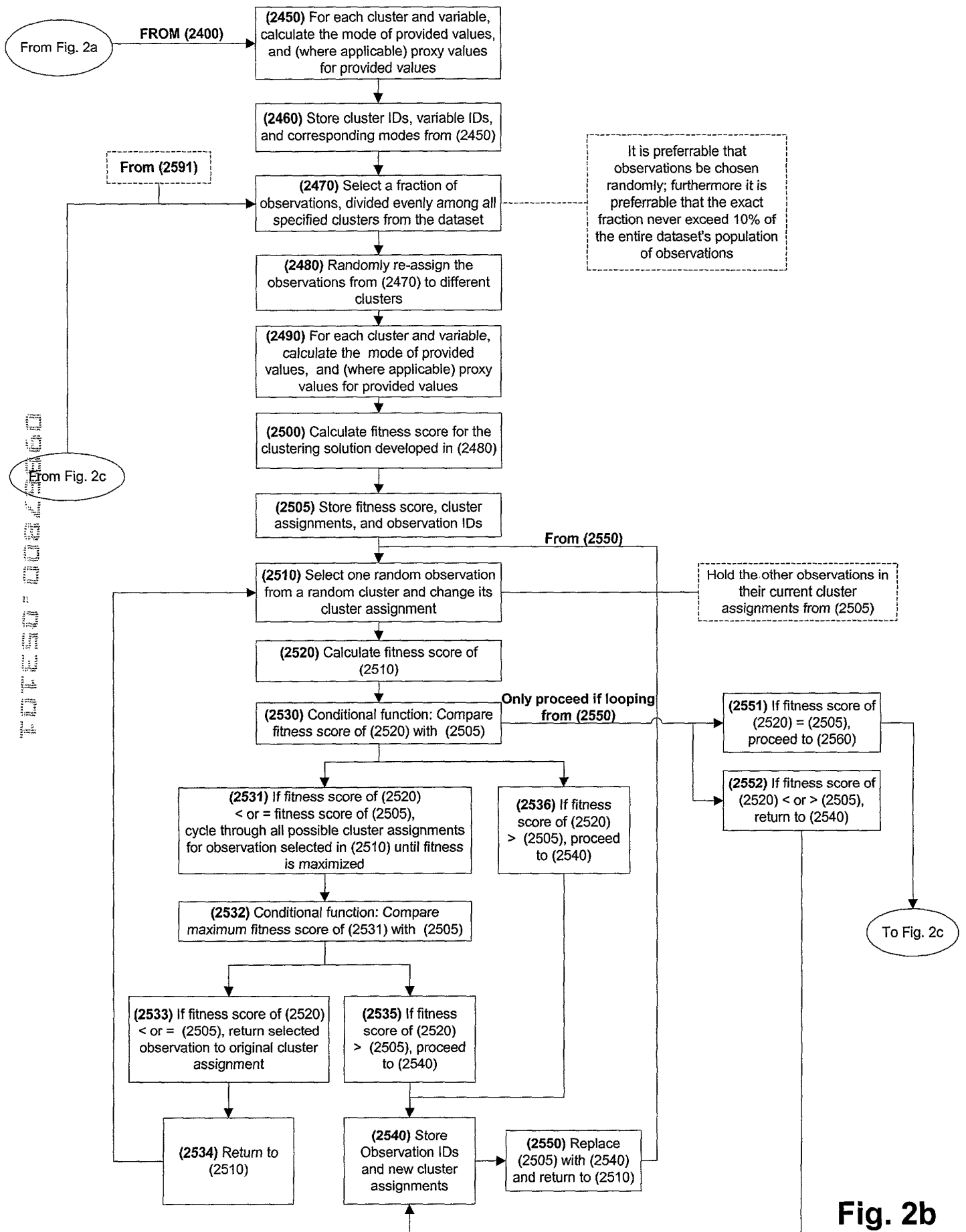


Fig. 2b

## Method 2 - Bestfit Clustering - Continued

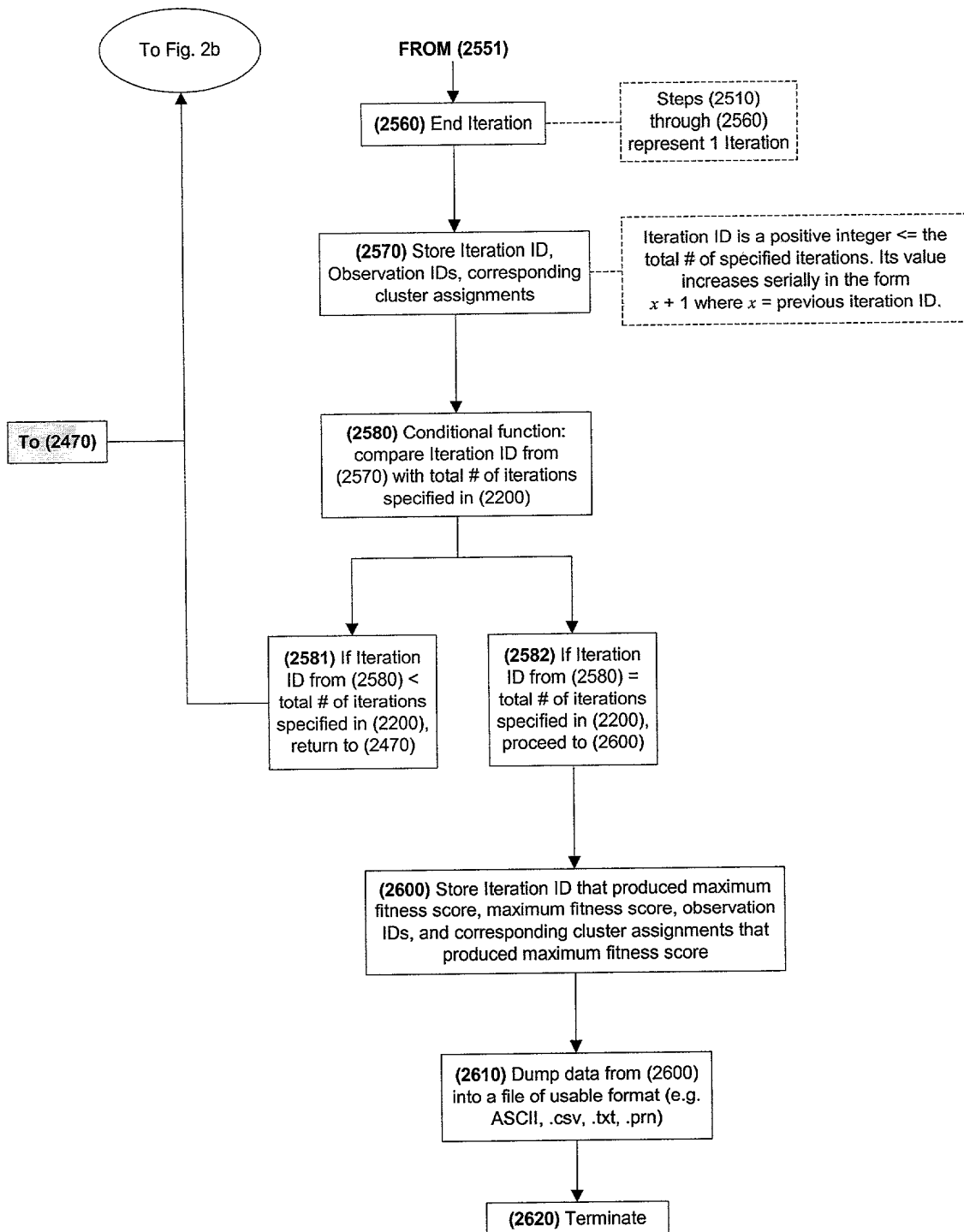


Fig. 2c

## Method 3 - Champion/Challenger Clustering Refinement

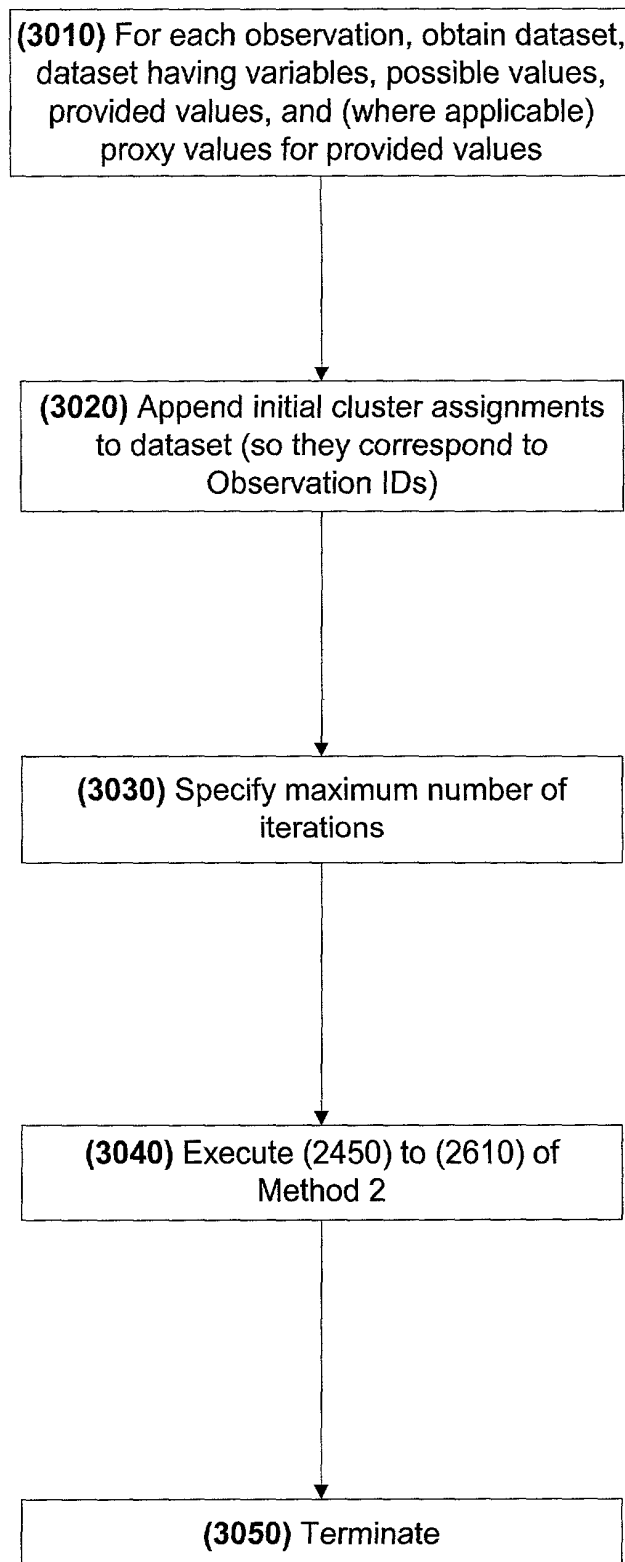
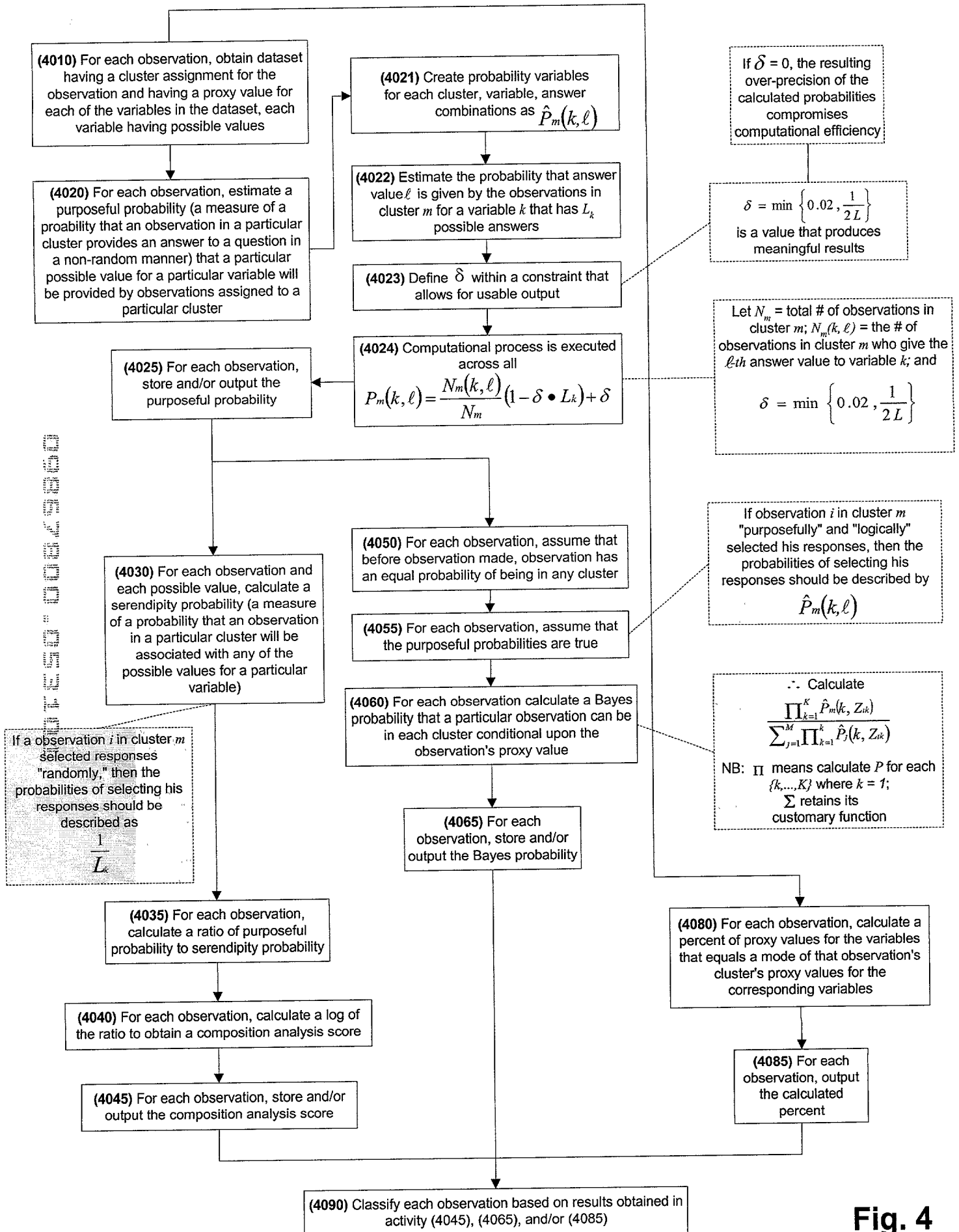


Fig. 3

# Method 4 - Composition Analysis



**Fig. 4**

## Method 5 - Segmentation-on-the-Fly

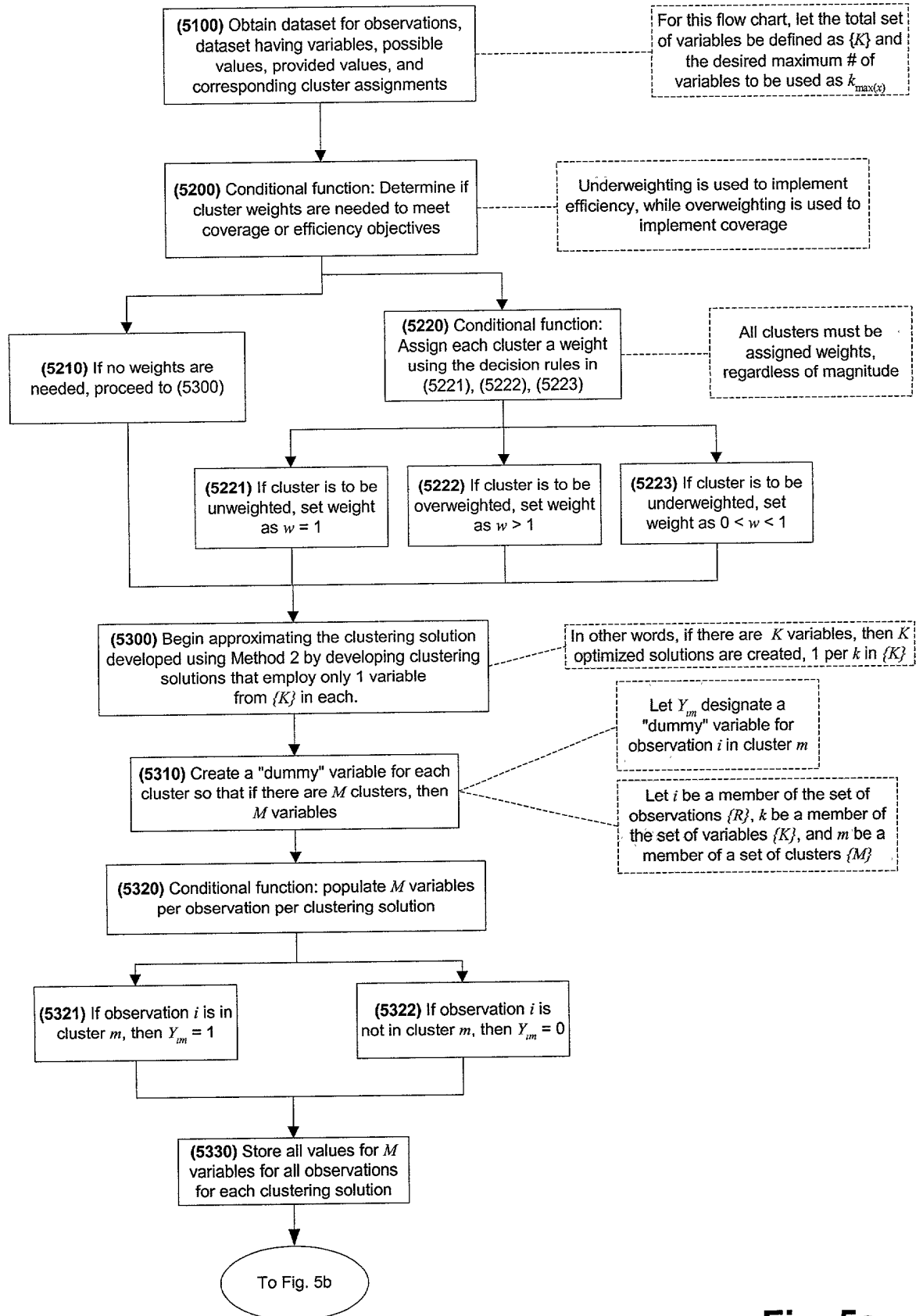


Fig. 5a

## Method 5 - Segmentation-on-the-Fly - Continued

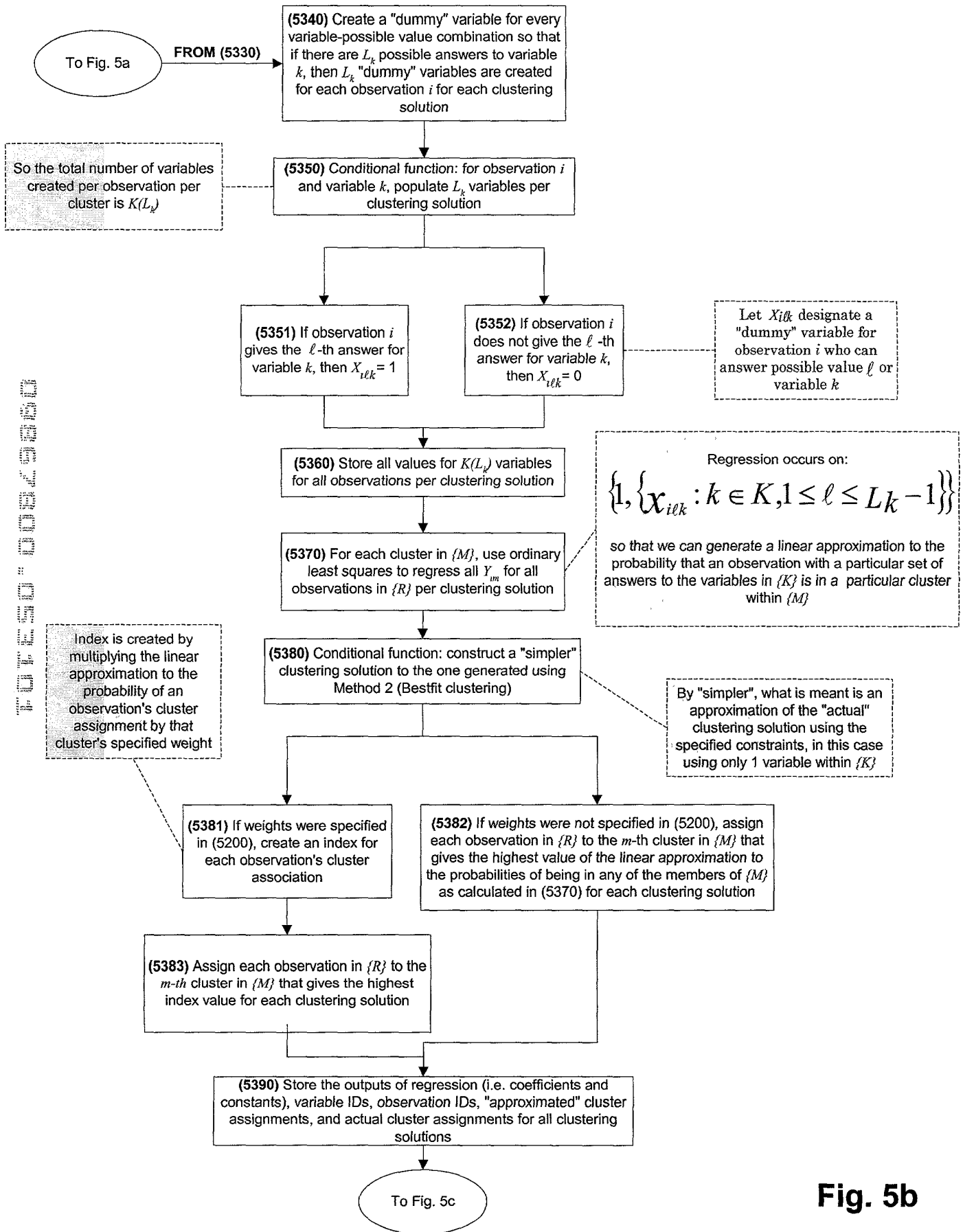


Fig. 5b



Variable	Mean	SD	Min	Max
Age	34.5	10.2	21	55
Gender	0.5	0.5	0	1
Marital status	0.6	0.5	0	1
Education	12.5	1.5	9	16
Income	15.2	8.5	5	35
Health status	0.8	0.4	0	1
Stress level	3.2	1.5	1	5
Life satisfaction	4.5	1.2	3	6
Work engagement	3.8	1.0	2	5
Organizational commitment	4.2	1.1	3	5
Turnover intention	1.5	0.8	0	3
Job satisfaction	4.0	1.0	3	5
Perceived organizational support	4.3	1.0	3	5
Psychological distance	2.5	1.2	1	4
Trust in supervisor	4.1	1.1	3	5
Trust in organization	3.9	1.0	3	5
Organizational identification	4.4	1.0	3	5
Organizational citizenship behavior	3.7	1.0	2	5
Counterproductive work behavior	1.2	0.7	0	3
Work-life balance	3.5	1.0	2	5
Employee well-being	4.0	1.0	3	5
Organizational justice	4.2	1.0	3	5
Employee engagement	3.9	1.0	2	5
Organizational trust	4.1	1.0	3	5
Employee loyalty	4.3	1.0	3	5
Organizational identification	4.4	1.0	3	5
Employee commitment	4.2	1.0	3	5
Organizational citizenship behavior	3.7	1.0	2	5
Counterproductive work behavior	1.2	0.7	0	3
Work-life balance	3.5	1.0	2	5
Employee well-being	4.0	1.0	3	5
Organizational justice	4.2	1.0	3	5
Employee engagement	3.9	1.0	2	5
Organizational trust	4.1	1.0	3	5
Employee loyalty	4.3	1.0	3	5



## Method 6 - Behavioral Segment Scoring

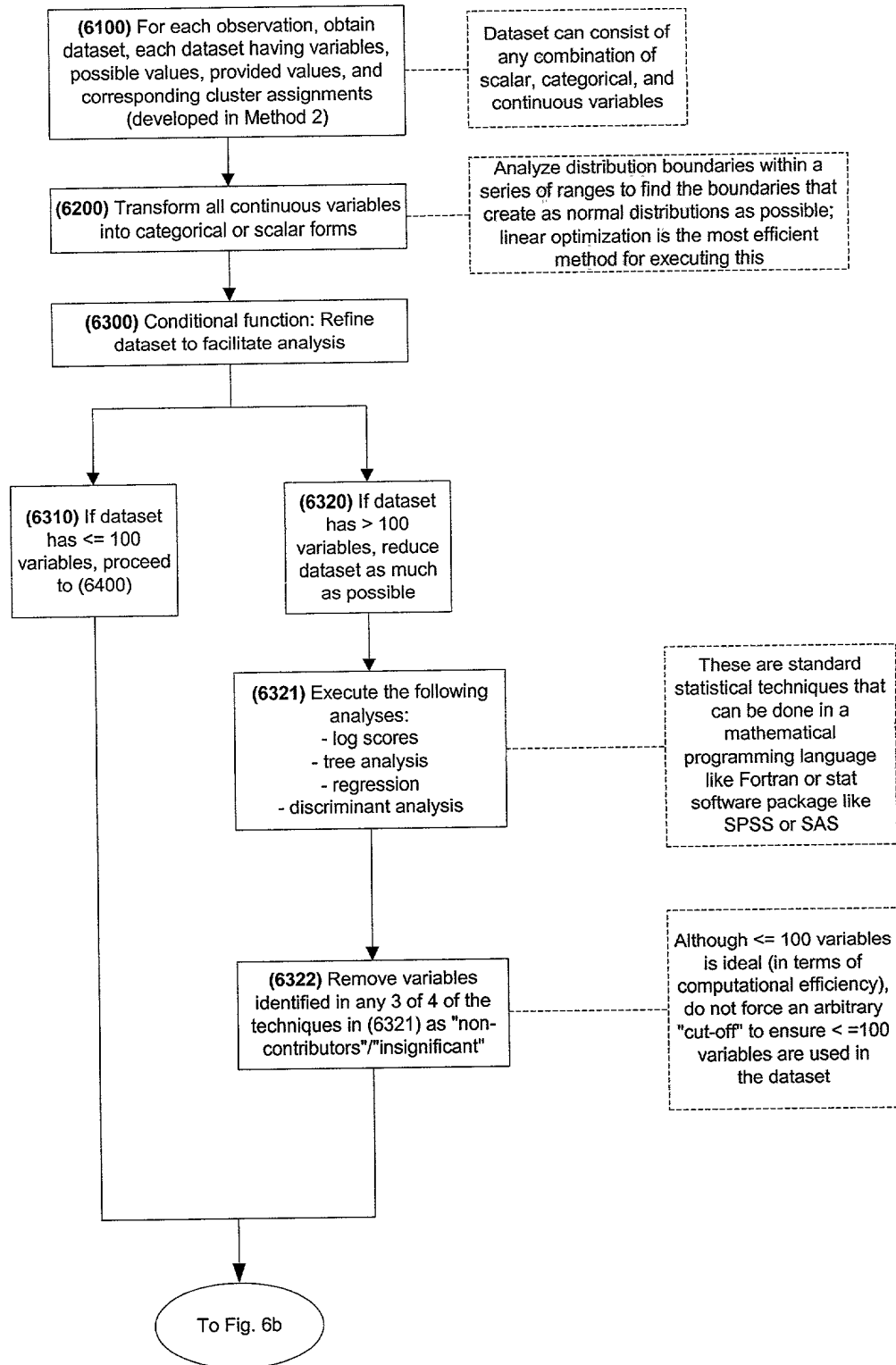


Fig. 6a

# Method 6 - Behavioral Segment Scoring - Continued

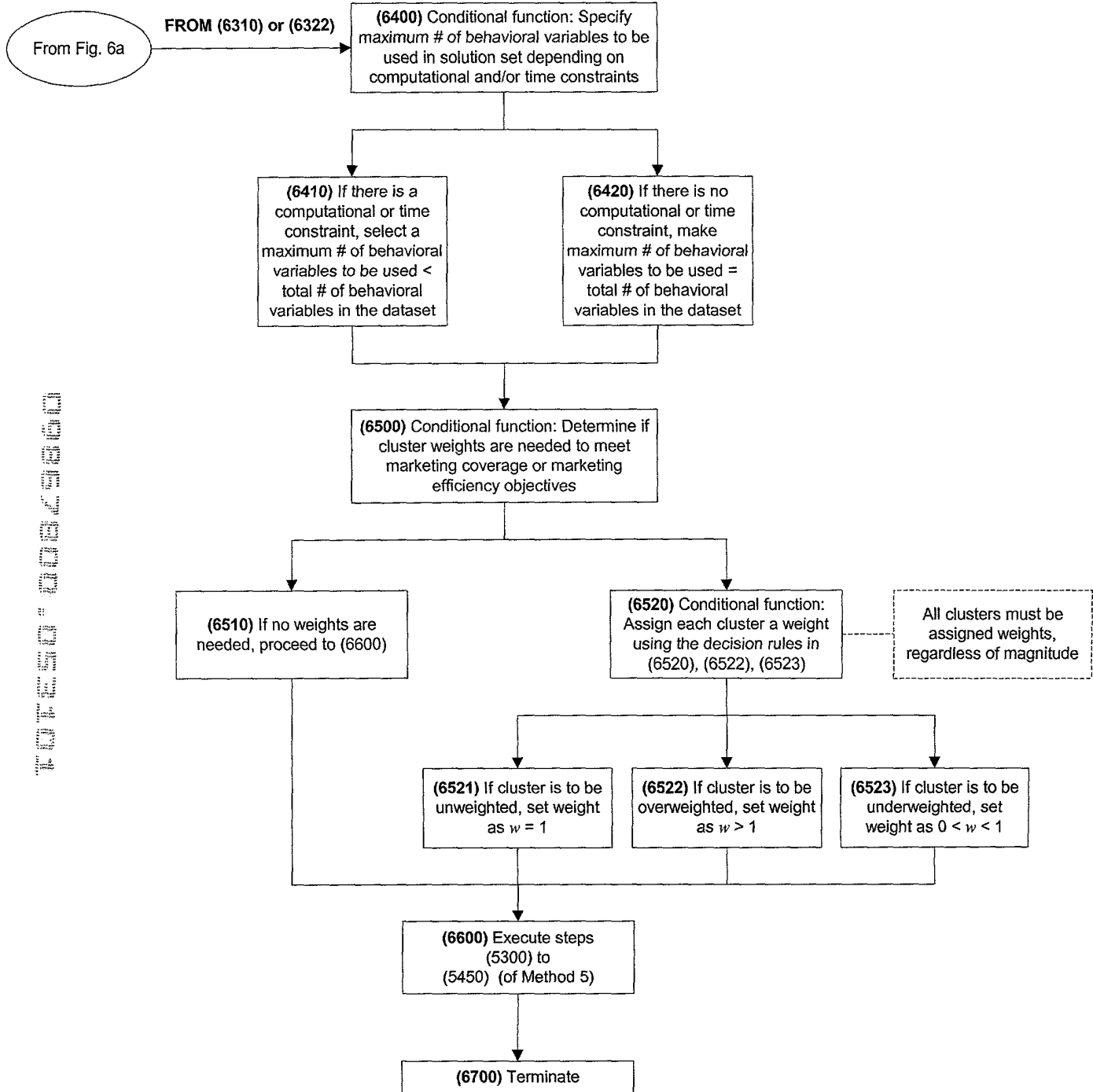
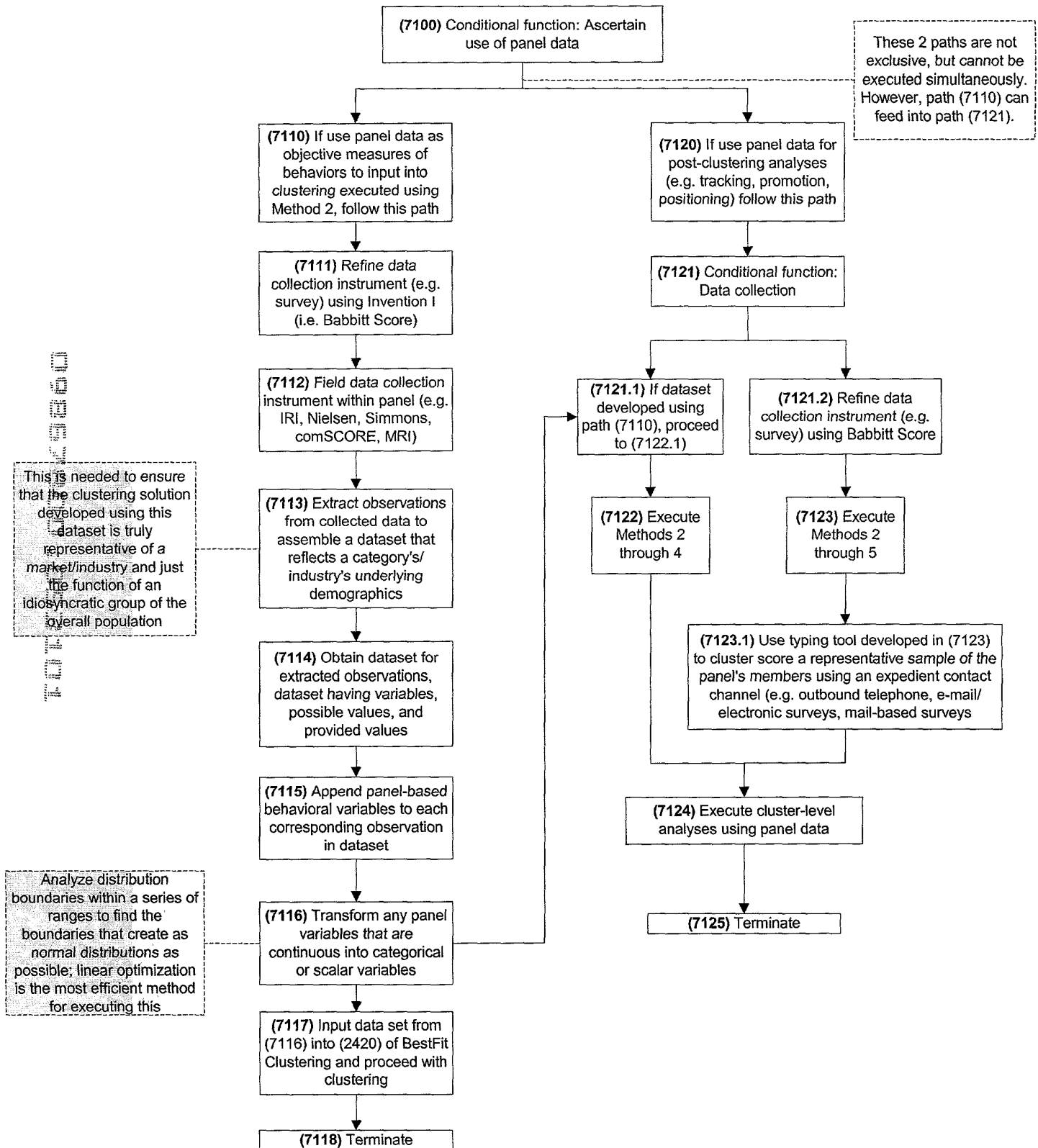


Fig. 6b

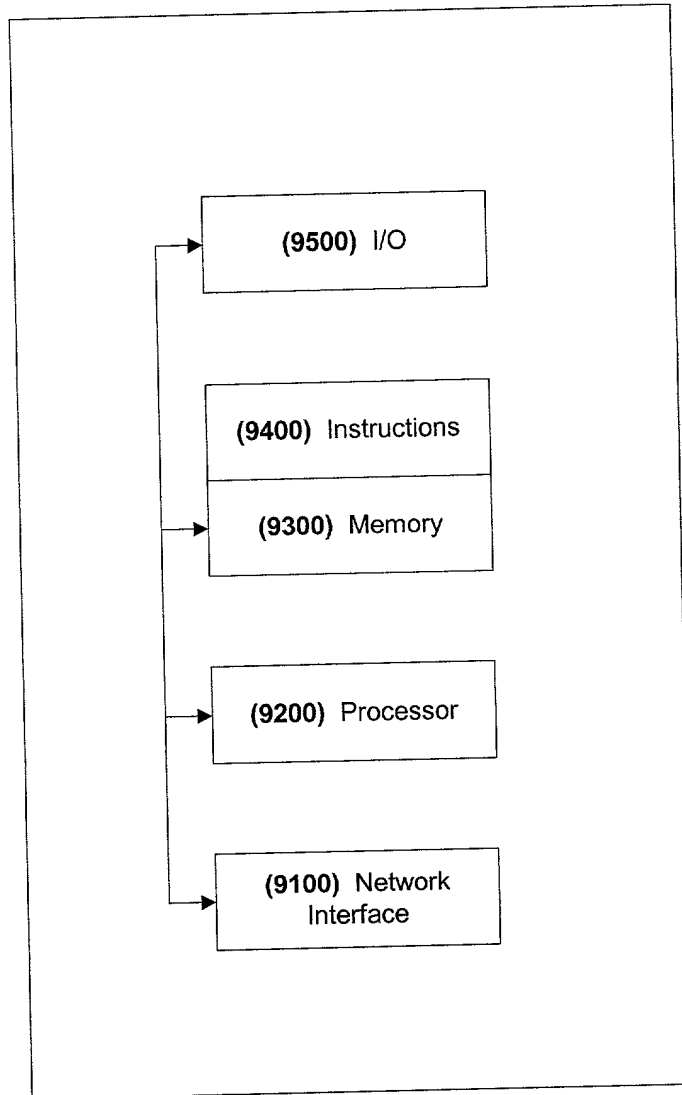
# Method 7 - Panel Analysis



**Fig. 7**



## Information Device 9



**Fig. 9**

# Method 10 - Fitness Score Calculation

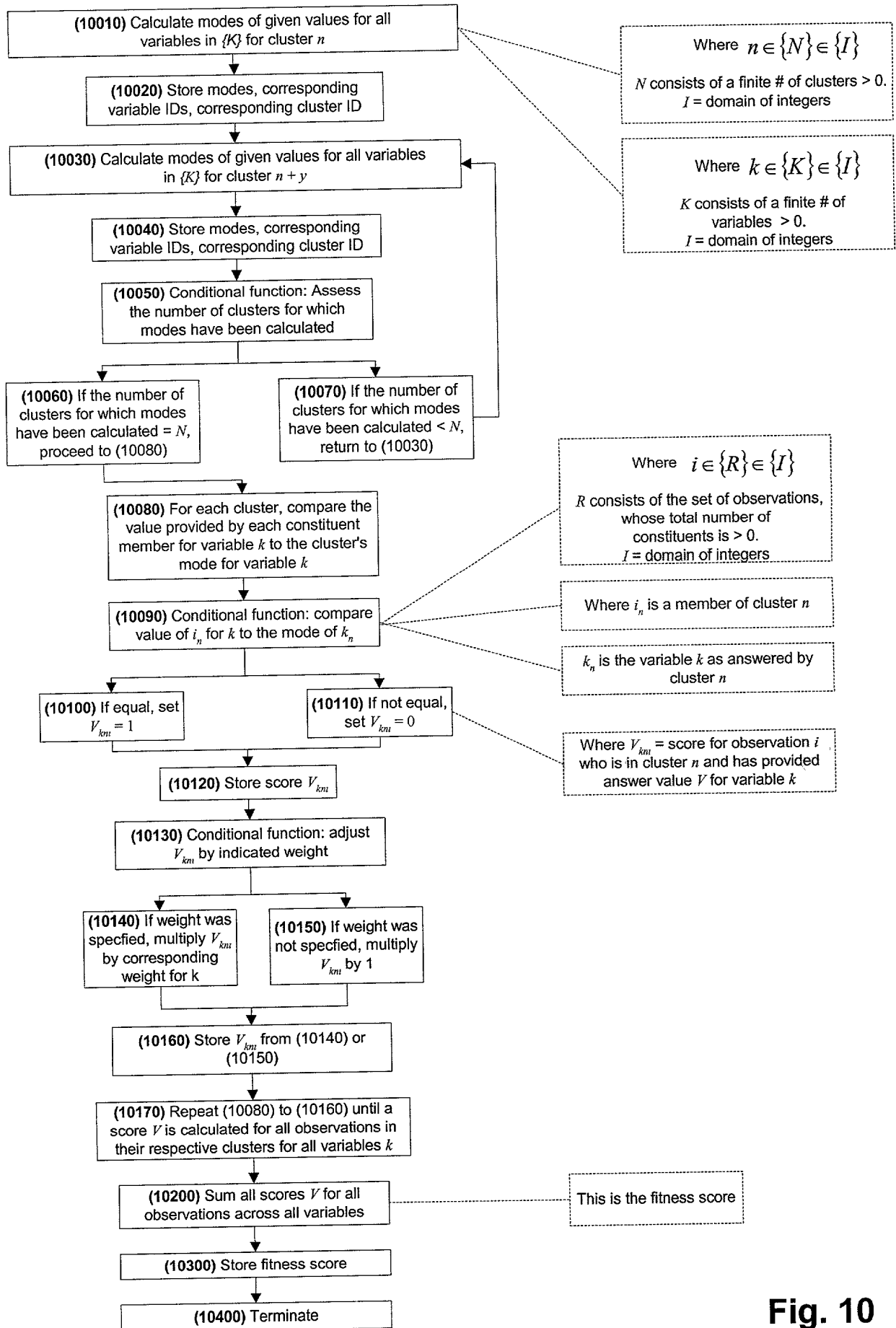
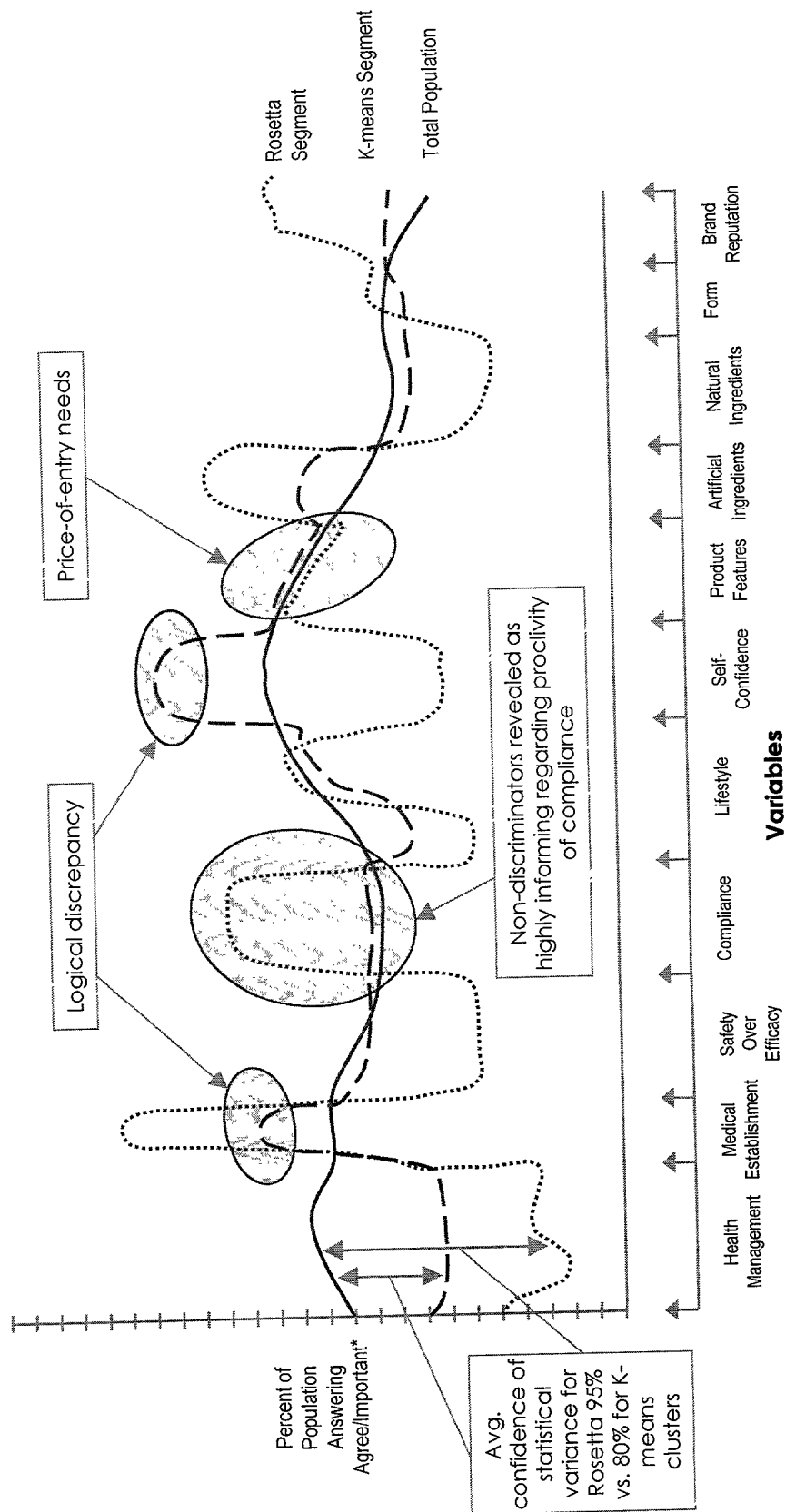


Fig. 10

Blinded Case Study

FIG. 11



\* Responses normalized for similar variables with opposite wording/phrasing.